

**AGREEMENT**

**between**

**BOONE EDUCATORS' ASSOCIATION**

**and**

**THE BOONE COMMUNITY SCHOOL DISTRICT**

**2020-2022**

**BOONE, IOWA**

## TABLE OF CONTENTS

<u>ARTICLE</u>		<u>PAGES</u>
	Preamble	1
I	Definitions	1
II	Grievance Procedures	2
III	Safety	3
IV	Hours	3-4
V	Leaves	4-8
VI	Compensation	8-9
VII	Agreement	9-10
Schedule	D Teachers' Salary Schedule - Combined	11
Schedule	E Nurses' Salary Schedule - Combined	12

## PREAMBLE

This Agreement is made and entered into by and between the Boone Community School District and the Boone Educators' Association, as the exclusive bargaining agent for all regular full-time and regular part-time teachers, guidance counselors, teacher librarians, and nurses and excluding the superintendent, associate superintendent, directors, principals, activities director, non-licensed employees, and all others excluded by Section 4 of Chapter 20, Code of Iowa, as amended.

## ARTICLE I

### DEFINITIONS

A. Association.

The term "Association" as used in this Agreement shall mean the Boone Educators' Association or its duly authorized representatives.

B. Board.

The term "Board" as used in this Agreement shall mean the Board of Directors of the Boone Community School District or its duly authorized representatives.

C. Employee.

The term "Employee" as used in this Agreement shall mean all employees included within the bargaining unit as set out in the Preamble.

D. Employer.

The term "Employer" as used in this Agreement shall mean the Boone Community School District or its duly authorized representatives.

E. Principal.

The term "Principal" as used in this Agreement shall mean the principal or his/her designated representative of the building to which the Employee is assigned. If the Employee is assigned to more than one building, the "Principal" shall mean any of the principals of the buildings to which the Employee is assigned or his/her designated representative.

F. Superintendent.

The term "Superintendent" as used in this Agreement shall mean the Superintendent of the Boone Community School District or his/her designated representative.

ARTICLE II  
GRIEVANCE PROCEDURES

A. Definition

Any claim by an Employee or by the Association that there has been an alleged violation of any provision of this Agreement may be processed as a grievance as hereinafter provided.

B. Representation

One representative for the Employee may be present at all steps of the grievance procedure, if it is the grievant's request.

C. Steps

Step 1 - Informal. In the event that an Employee or the Association believes that there is a basis for a grievance, he/she shall first discuss the alleged grievance with the Principal in a scheduled meeting within seven (7) school days after the alleged violation occurred.

Step 2 - Principal. If, as a result of the informal discussion with the Principal, a grievance still exists, the following formal grievance procedure may be invoked by the Employee or the Association through the form set forth in Appendix C, signed by the grievant, which form shall be available from the Association representative in each building. The grievant shall submit to the Principal a copy of the written grievance form within seven (7) school days after the informal discussion in Step 1. Within seven (7) school days of receipt of the formal written grievance, the Principal shall meet with the grievant. The Principal shall indicate the disposition of the grievance in writing within seven (7) school days after such meeting and shall furnish a copy thereof to the grievant.

Step 3 - Superintendent. If the grievant is not satisfied with the disposition of the grievance, the grievance shall be submitted, in writing, to the Superintendent within seven (7) school days of the receipt of the Principal's decision. Within seven (7) school days of receipt of the written grievance, the Superintendent and, at the Superintendent's option, a representative, shall meet with the grievant. The Superintendent shall indicate the disposition of the grievance in writing within seven (7) school days after such meeting and shall furnish a copy thereof to the grievant.

Step 4 – Board of Education. If the grievant is not satisfied with the disposition of the grievance by the Superintendent, the grievance shall be submitted to the Board of Education. Such submission shall be in writing signed by the grievant and the Association, and filed with the Superintendent within seven (7) school days after the written disposition of Step 3.

The Board of Education's decision may not change or amend the terms, conditions, or applications of this Agreement. No decision of the Board of Education shall in any way be in derogation of the powers, duties and rights established in the Employer by constitutional provisions, statutes, or other legislative act.

The Board of Education's decision should be made within thirty (30) calendar days after the close of the hearing.

Both parties agree that the decision of the Board of Education shall be final and binding.

### ARTICLE III

#### SAFETY

A. The Employer shall provide Employees with information concerning the Department of Education rules regarding the use of reasonable force by Employees.

B. Employees shall immediately report cases of assault suffered during the pursuit of duties to their Principal. The Principal and the Employee shall discuss whether to notify law enforcement officials.

### ARTICLE IV

#### HOURS

A. Work Day

All full-time Employees shall work eight (8) hours per contract day except as modified below. Starting and quitting times may vary by building or individual Employee with approval of the Principal.

B. Hours Per Day

All full-time Employees shall work eight (8) hours per day typically including a 45 minute lunch except on shortened student attendance days or when assigned to noon supervision, in which case they shall have a duty-free lunch period of at least twenty-five (25) minutes. Not more than 24 noon supervisions will be assigned per year. Additionally, employees would be provided the equivalent of 1 period or 45 minutes of planning time per day.

C. Lunch Periods.

All elementary Employees (grades PreK-4) shall have a daily, duty-free lunch period of at least forty-five (45) minutes except when assigned to noon supervision, in which case they shall have a duty-free lunch period of at least twenty-five (25) minutes. Elementary Employees assigned more than twenty-four (24) noon supervision assignments shall be allowed to leave twenty (20) minutes prior to the normal departure time on the days of assigned noon supervision over twenty-four (24), except on days of early dismissal when the Employees may leave as soon as students have been dismissed, and except on days when faculty meetings, parent-teacher conferences or staffings have been called or in case of an emergency, in which case Employees shall be allowed early dismissal the following work day.

All secondary Employees (grades 5-12) shall have a daily, duty-free lunch period of at least one class period except when assigned to noon supervision, in which case they shall have a duty-free lunch period of at least one-half (1/2) class period. Secondary Employees assigned more than twenty-four (24) noon supervision assignments shall be allowed to leave twenty (20) minutes prior to the normal departure time on the days of assigned supervision over twenty-four (24), except when faculty meetings, parent-teacher conferences or staffings have been called or in case of an emergency, in which case Employees shall be allowed early dismissal the following work day.

D. Early Dismissal.

On Fridays and on days immediately preceding holidays and recess periods designated on the school calendar, secondary Employees may leave twenty (20) minutes after students are dismissed, and elementary Employees may leave fifteen (15) minutes after students are dismissed. On days that school is closed because of reasons of nature or other catastrophic reasons, designated Employees shall remain in the building until all students have left the building.

E. Meetings.

Employees may be required to attend without additional compensation open houses and special events (i.e. Orientations, literacy nights, concerts, etc.) in the evening as assigned by the administration, and/or meetings scheduled by the administration (faculty meetings, IEP's, committee meetings, etc.) between 7:30 a.m. and 5:00 p.m.

F. Part-time Employees.

Part-time Employees' hours will be set by the Principal. Extra duties and attendance at faculty meetings will reflect the Employee's part-time schedule. Attendance at in-service meetings will reflect the Employee's part-time schedule. Part-time Employees who are required to attend additional activities outside of the above requirements shall be paid by the hourly base salary excluding TSS per diem rate of his/her salary for each hour assigned.

## ARTICLE V

### LEAVES

A. Personal Illness

All Employees are allowed sick leave for personal illness or injury, according to the following schedule:

The first year of employment	10 days
The second year of employment	11 days
The third year of employment	12 days
The fourth year of employment	13 days
The fifth year of employment	14 days
The sixth and subsequent years of employment	15 days

Part-time Employees will be allotted sick leave days in the same proportion as the amount of time they are employed.

If an Employee does not need to use his/her allotted days during the year, the unused days may be accumulated to one hundred twenty-five (125) days. After reporting for work the next year, the Employee will be credited with the current year's fifteen (15) days, so that up to one hundred forty days (140) days may be used in one year if necessary. However, no more than 125 days may be carried forward to a subsequent year.

An Employee granted sick or family leave on parent/teacher conference or professional development days may require a doctor's certificate.

B. Family Illness

An Employee may use up to ten (10) days of his/her sick leave for illness of the Employee's spouse, significant other, child, parent, step-parent, grandchildren, legal dependent, brothers, sisters, or corresponding relatives of the employee's spouse who require medical constant long-term care or hospitalization (Superintendent may request doctor verification) or legal dependent. An Employee may use up to ten (10) additional days of his/her sick leave for medical situations created by a serious accident or illness (such as, but not limited to, emergency hospitalization, surgery, or treatment for life-threatening illness) of the Employee's spouse, significant other, child, parent, step-parent, grandchildren, legal dependent, dependent, brothers, sisters, or corresponding relatives of the Employee's spouse, as mutually agreed upon by the Superintendent and the Employee.

At the beginning of each school year by September 15<sup>th</sup>, an unmarried employee wishing to designate a "significant other" must register the individual as a significant other with the Central Office.

C. Doctor's Certificate

Sick leave for any length of time may require a doctor's certificate.

D. Coaches Absences

Employees having separate coaching contracts shall be entitled to paid sick leave from coaching duties as follows: if the Employee is absent from coaching duties due to personal illness or injury for one-half (1/2) or less of the number of contracted days for the coaching assignment, no deduction in pay shall be made. If the Employee is absent from coaching duties due to personal illness or injury for more than one-half (1/2) of the number of contracted days for the coaching assignment, the Employee shall receive one-half (1/2) of the salary amount specified on the contract. This provision shall apply regardless of the number of years the Employee has held the coaching assignment, and there shall be no accumulation of sick leave for coaching assignments. If an Employee uses sick leave for family illness as authorized in Section D above or for adoption as authorized in Section J, such days shall count as sick leave days for purposes of this Section. Section F above regarding Doctors' certificates shall be applicable to absences for coaches. Leaves without pay granted pursuant to Article XVI shall result in a per diem reduction of the coaching salary if coaching duties are required for that day.

E. Foreseeable Temporary Disabilities

When an Employee can foresee that he/she will be temporarily disabled the following shall apply: The Employee shall notify the Superintendent as soon as the Employee knows of the medical disability.

The Employee's physician will determine when the Employee's physical condition is such that the Employee should begin sick leave. This notification will be submitted by the physician in writing to the Superintendent. The Employee's physician will also determine when the Employee's physical condition is such that the Employee may return to work. This notification will be submitted by the physician in writing to the Superintendent. If any doubts exist, the Superintendent may request a limited release of information from the employee in order to contact the Employee's physician directly.

It is the responsibility of the Employee to assure that proper notification, as outlined above, is on file in the Superintendent's office, and sick leave will not be granted nor will the Employee be permitted to return to work until such notification from the physician has been received.

F. Bereavement Leave

In the case of the death of the Employee's immediate family including wife, husband, child, child's spouse, father, father-in-law, mother, mother-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandparent-in-law, grandchild, step-parent, step-child, significant other the Employee shall be granted permission to be absent from duty by the Superintendent for as many days, not to exceed five (5), as may be necessary at the discretion of the Superintendent, for attendance at the funeral and for any other purpose directly arising out of said death, and no deduction of pay shall be made for the days of absence so granted. In the case of the death of the Employee's or employee's spouse's aunt, uncle, nephew or niece, the Employee shall be granted up to three days of paid leave per occurrence. For other Bereavement leaves, Personal Leave may be used. If the employee has exhausted Personal Leave, the Superintendent may approve additional leave for purposes of attending funerals of close friends or relatives.

G. Reporting Absences

Except when prevented by circumstances beyond his/her control, the Employee must report his/her intention to be absent from duty to the Principal not later than 7:00 a.m. on the day of absence. If an Employee expects to return to duty, he/she should notify the Principal of such intention by 3:00 p.m. of the previous day, so that his/her substitute teacher may be released.

H. FMLA Leave

An Employee who is unable to work because of disability, personal illness or injury shall be granted FMLA leave according to Board Policy and state and federal guidelines of the Family Medical Leave Act or accrued BCSD sick leave, whichever is greater.

I. Short-Term Unpaid Leave up to Ten Days

Additional leaves of absence without pay may be authorized by the superintendent for purposes which the superintendent considers urgent and necessary. The employee shall make application for such authorization at least ten (10) days in advance of the absence except in cases of emergency excused by the superintendent. Such leaves may be denied if:

1. an appropriate substitute cannot be secured
2. on the days immediately prior to or following a holiday or on a professional development day,
3. the leave will cause a substantial disruption to the instructional environment of the school district,
4. the leave significantly interferes with the teacher's professional development, or
5. for other unusual circumstances.

A per diem of the employee's contracted salary including TSS shall be deducted from the Employee's salary.

J. Adoption

An Employee may use his/her sick leave for matters related to the adoption of a child, excluding the adoption of a stepchild. Leave shall be granted according to state and federal guidelines of the Family and Medical Leave Act (FMLA)

K. Disability

Disability leave shall be granted according to state and federal guidelines of the Family and Medical Leave Act (FMLA).

L. Personal Leave.

Each Employee shall be granted two (2) days of leave each school year without loss of pay for personal reasons. If an Employee does not use the personal leave days during the year, the unused day(s) will be added to the Employee's personal leave for the succeeding year. A total of four (4) personal leave days may be accumulated.

Employees shall apply for personal leave at least five (5) work days in advance, except in cases of emergency. An Employee granted personal leave on a day of parent-teacher conferences or of Open House shall be expected to attend parent-teacher conferences or Open House outside of the normal work day. Personal leave shall not be granted if the absence requires the employee to be absent from parent/teacher conferences or professional development days unless the superintendent has determined the unique needs of the situation require approval. Personal leave may be denied by the Principal:

1. if an appropriate substitute cannot be secured,
2. on the days immediately prior to or following a holiday or on a professional development day, or
3. the leave will cause a substantial disruption to the instructional environment of the school district,
4. the leave significantly interferes with the teacher's professional development, or
5. for other unusual circumstances.

M. Jury Duty and Subpoena Leave

An Employee who is called for jury duty service will be permitted to be absent from his/her duties with full pay and no deduction from other leaves. The Employee will remit to the District any sums paid the Employee for serving on the jury, except for mileage and other expenses. The Employee will be excused from duties only for the period of time he/she is called for jury duty.

An Employee who is subpoenaed as a witness in a court or administrative hearing will be permitted to be absent from his/her duties with full pay and no deduction from other leaves, provided the Employee is not a party to the action, will not directly benefit from the action and is not a witness against the District on an employment matter. The Employee will remit to the District any sums paid the Employee for being a witness, except for mileage and other expenses. The Employee will be excused from duties only for the period of time he/she is called for witness duty.

N. Professional Leave

Within budgetary limits, Employees may attend conferences, conventions, professional development or other activities of the local, state and national organizations and other professional meetings based on the professional development plans and curriculum renewal cycle as approved by the superintendent. Such attendance may be permitted at full pay based on available funding and if such attendance is approved in advance by the Superintendent. If any Employee wishes to be absent from duty to attend such meetings, a written request for approval of attendance should be signed by the Principal and filed with the Superintendent at least ten (10) days prior to the first day of anticipated attendance. The decision of the Superintendent in said matters is not grievable.

ARTICLE VI

COMPENSATION

A. Salary Schedule

Base pay shall be defined as Step #1, BA Lane. Schedules D and E may be used for setting the initial salaries of Employees joining the Boone Community School District staff. After being placed on the salary schedule, Employees shall move one step each year unless they are on the last step of the group and are not moving to a different group. Employees shall move from group to group according to the required semester hours of approved college credit for each of these groups. Employees successfully completing work towards National Teacher Board certification shall receive three (3) hours of approved college credit towards advancement towards the next group and an additional three (3) hours of approved college credit will be received for attaining National Board certification. Increments may be withheld because of unsatisfactory performance by an Employee.

B. Teacher Salary Supplement Schedules D & E

The Teachers' Salary Schedule D includes a total salary which is comprised of two separate sources of funding. The primary source (Base Salary) of salary funds is the School District's general fund which is supported by state aid payments under the state foundation formula. General fund resources support all school programs and activities, including teachers' salaries. The other sources of funds are from state programs formerly known as Phase II and Teacher Quality. These two sources of state funds are now combined and known as the Teacher Salary Supplement ("TSS"). TSS funding is 100% state funded revenue and shall be paid to all eligible employees as provided by law. The District's responsibility will be to serve as the fiscal agent of TSS funds, providing a method of payment to eligible employees, and to ensure the funds are paid according to the requirements of the law as provided in SF 2376. Distribution of the TSS funds will be determined by following the criteria below:

1. Minimum salaries for the first year beginning teachers, second year beginning teachers and Career I teachers will be paid according to the salary provisions of the law.
2. Any remaining funds from the District's annual allocation will be distributed to all other eligible employees as determined by the BEA (by index). The District will have an appendix to the master contract which shows how the salary schedule is determined with district base salary and TSS funds defined separately.

3. Contracts issued in the spring will be **ESTIMATED** amounts. The District will re-distribute Salary Schedule D to all employees reflecting adjusted TSS salary amounts on or around the 15<sup>th</sup> of September of each year. The adjusted salary schedule shall reflect, as closely as possible, the adjustments to TSS Schedule amounts for the lane and step placement of all eligible employees as of September 10<sup>th</sup>.
4. If the District does not receive all of the anticipated state aid, the District nevertheless agrees to fully pay the general fund portion of the teachers' salaries. For each school year, the District is only obligated to distribute annual TSS funds to the extent they are designated for that year. In the event that the District's annual allocation of TSS funds is reduced or increased, the District will recalculate the individual stipends issued to all teachers at salaries above the minimums. This reconciliation will be performed in June for the current year and adjustments included in the remaining payroll periods of that same year.
5. Eligible nurses will receive TSS at the applicable percentage of the payment for an employee on the same experience step of the B.A. Lane of Schedule D.
6. Schedules A, B, C, and extended days are calculated on the district base salary only.

Payments from the Teacher Salary Supplement to eligible Employees shall be reduced for each day of unpaid leave in the same manner as regular compensation is reduced, but shall not be reduced for paid leaves of absence.

C. Payroll Procedure

Employees shall be paid on the last business day of each month commencing in September.

Employees in their first year in the school district may elect to receive up to one-half (1/2) of their first month's gross salary on the 15th day of September. No payroll deduction will be made on the first half payment; the total monthly payroll deduction will be taken from the last half payment of the September salary. Teachers electing this procedure for their first month payment shall notify the Business Office no later than the first Monday in September.

## ARTICLE VII

### AGREEMENT

A. Entire Agreement

This Agreement constitutes the entire agreement between the parties and concludes collective bargaining for its term.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, that several items included in the agreement are permissive based on Iowa Code Chapter 20 and may be removed by either party during subsequent negotiated agreements, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Both

parties, by mutual agreement, may modify and amend the Agreement, but such modification or amendment must be signed by both parties and if not, the contract, as written, is binding.

B. Effective Date

This Agreement shall remain in full force and effect for a period of two years, July 1, 2020 through June 30, 2022, except that Article VI, Compensation, shall be renegotiated for the 2021-2022 school year.

Dated this \_\_\_\_\_ day of April, 2020.

BOONE EDUCATORS' ASSOCIATION      BOONE COMMUNITY SCHOOL DISTRICT

\_\_\_\_\_  
President

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Chief Negotiator

\_\_\_\_\_  
Chief Negotiator

SCHEDULE D									
TEACHERS' SALARY SCHEDULE									
Preliminary 2020-2021									
34,884									
39,070									
Step	Years Exp.		BA	BA + 15	BA + 30	MA	MA + 15	MA + 30	MA + 45
1		Base	\$34,884	\$36,279	\$37,675	\$39,070	\$40,633	\$42,196	\$43,758
		TSS	\$4,300	\$4,472	\$4,644	\$4,816	\$5,009	\$5,201	\$5,394
1	None	Combined	\$39,184	\$40,751	\$42,319	\$43,886	\$45,642	\$47,397	\$49,152
			1.000	1.040	1.080	1.000	1.040	1.080	1.120
2		Base	\$36,279	\$37,675	\$39,070	\$40,633	\$42,196	\$43,758	\$45,321
		TSS	\$4,472	\$4,644	\$4,816	\$5,009	\$5,201	\$5,394	\$5,587
2	1	Combined	\$40,751	\$42,319	\$43,886	\$45,642	\$47,397	\$49,152	\$50,908
			1.040	1.080	1.120	1.040	1.080	1.120	1.160
3		Base	\$37,675	\$39,070	\$40,465	\$42,196	\$43,758	\$45,321	\$46,884
		TSS	\$4,644	\$4,816	\$4,988	\$5,201	\$5,394	\$5,587	\$5,779
3	2	Combined	\$42,319	\$43,886	\$45,453	\$47,397	\$49,152	\$50,908	\$52,663
			1.080	1.120	1.160	1.080	1.120	1.160	1.200
4		Base	\$39,070	\$40,465	\$41,861	\$43,758	\$45,517	\$46,884	\$48,447
		TSS	\$4,816	\$4,988	\$5,160	\$5,394	\$5,611	\$5,779	\$5,972
4	3	Combined	\$43,886	\$45,453	\$47,021	\$49,152	\$51,127	\$52,663	\$54,419
			1.120	1.160	1.200	1.120	1.165	1.200	1.240
5		Base	\$40,640	\$42,035	\$43,431	\$45,517	\$47,079	\$48,642	\$50,205
		TSS	\$5,010	\$5,182	\$5,354	\$5,611	\$5,803	\$5,996	\$6,189
5	4	Combined	\$45,649	\$47,217	\$48,784	\$51,127	\$52,883	\$54,638	\$56,394
			1.165	1.205	1.245	1.165	1.205	1.245	1.285
6		Base	\$42,035	\$43,431	\$44,826	\$47,079	\$48,642	\$50,205	\$51,768
		TSS	\$5,182	\$5,354	\$5,526	\$5,803	\$5,996	\$6,189	\$6,381
6	5	Combined	\$47,217	\$48,784	\$50,351	\$52,883	\$54,638	\$56,394	\$58,149
			1.205	1.245	1.285	1.205	1.245	1.285	1.325
7		Base	\$43,431	\$44,826	\$46,221	\$48,642	\$50,205	\$51,768	\$53,331
		TSS	\$5,354	\$5,526	\$5,698	\$5,996	\$6,189	\$6,381	\$6,574
7	6	Combined	\$48,784	\$50,351	\$51,919	\$54,638	\$56,394	\$58,149	\$59,904
			1.245	1.285	1.325	1.245	1.285	1.325	1.365
8		Base	\$44,826	\$46,221	\$47,617	\$50,205	\$51,768	\$53,331	\$54,893
		TSS	\$5,526	\$5,698	\$5,870	\$6,189	\$6,381	\$6,574	\$6,766
8	7	Combined	\$50,351	\$51,919	\$53,486	\$56,394	\$58,149	\$59,904	\$61,660
			1.285	1.325	1.365	1.285	1.325	1.365	1.405
9		Base	\$46,221	\$47,617	\$49,012	\$51,768	\$53,331	\$54,893	\$56,456
		TSS	\$5,698	\$5,870	\$6,042	\$6,381	\$6,574	\$6,766	\$6,959
9	8	Combined	\$51,919	\$53,486	\$55,054	\$58,149	\$59,904	\$61,660	\$63,415
			1.325	1.365	1.405	1.325	1.365	1.405	1.445
10		Base	\$47,617	\$49,012	\$50,407	\$53,331	\$54,893	\$56,456	\$58,019
		TSS	\$5,870	\$6,042	\$6,214	\$6,574	\$6,766	\$6,959	\$7,152
10	9	Combined	\$53,486	\$55,054	\$56,621	\$59,904	\$61,660	\$63,415	\$65,171
			1.365	1.405	1.445	1.365	1.405	1.445	1.485
11		Base	\$49,012	\$50,407	\$51,803	\$54,893	\$56,456	\$58,019	\$59,582
		TSS	\$6,042	\$6,214	\$6,386	\$6,766	\$6,959	\$7,152	\$7,344
11	10	Combined	\$55,054	\$56,621	\$58,188	\$61,660	\$63,415	\$65,171	\$66,926
			1.405	1.445	1.485	1.405	1.445	1.485	1.525
12		Base	\$50,407	\$51,803	\$53,198	\$56,456	\$58,019	\$59,582	\$61,145
		TSS	\$6,214	\$6,386	\$6,558	\$6,959	\$7,152	\$7,344	\$7,537
12	11	Combined	\$56,621	\$58,188	\$59,756	\$63,415	\$65,171	\$66,926	\$68,682
			1.445	1.485	1.525	1.445	1.485	1.525	1.565
13		Base	\$51,803	\$53,198	\$54,593	\$58,019	\$59,582	\$61,145	\$62,707
		TSS	\$6,386	\$6,558	\$6,730	\$7,152	\$7,344	\$7,537	\$7,730
13	12	Combined	\$58,188	\$59,756	\$61,323	\$65,171	\$66,926	\$68,682	\$70,437
			1.485	1.525	1.565	1.485	1.525	1.565	1.605
14		Base	\$53,198	\$54,593	\$55,989	\$59,582	\$61,145	\$62,707	\$64,270
		TSS	\$6,558	\$6,730	\$6,902	\$7,344	\$7,537	\$7,730	\$7,922
14	13	Combined	\$59,756	\$61,323	\$62,890	\$66,926	\$68,682	\$70,437	\$72,193
			1.525	1.565	1.605	1.525	1.565	1.605	1.645
15		Base	\$53,198	\$55,989	\$57,384	\$61,145	\$62,707	\$64,270	\$65,833
		TSS	\$6,558	\$6,902	\$7,074	\$7,537	\$7,730	\$7,922	\$8,115
15	14	Combined	\$59,756	\$62,890	\$64,458	\$68,682	\$70,437	\$72,193	\$73,948
			1.525	1.605	1.645	1.565	1.605	1.645	1.685
16		Base	\$53,198	\$55,989	\$58,780	\$62,707	\$64,270	\$65,833	\$67,396
		TSS	\$6,558	\$6,902	\$7,246	\$7,730	\$7,922	\$8,115	\$8,308
16	15	Combined	\$59,756	\$62,890	\$66,025	\$70,437	\$72,193	\$73,948	\$75,703
			1.525	1.605	1.685	1.605	1.645	1.685	1.725
17		Base	\$53,198	\$55,989	\$58,780	\$64,270	\$65,833	\$67,396	\$68,959
		TSS	\$6,558	\$6,902	\$7,246	\$7,922	\$8,115	\$8,308	\$8,500
17	16	Combined	\$59,756	\$62,890	\$66,025	\$72,193	\$73,948	\$75,703	\$77,459
			1.525	1.605	1.685	1.645	1.685	1.725	1.765
18		Base	\$54,593	\$57,384	\$60,175	\$65,833	\$67,396	\$68,959	\$70,521
		TSS	\$6,730	\$7,074	\$7,418	\$8,115	\$8,308	\$8,500	\$8,693
18	17	Combined	\$61,323	\$64,458	\$67,592	\$73,948	\$75,703	\$77,459	\$79,214
			1.565	1.645	1.725	1.685	1.725	1.765	1.805
19		Base						\$70,521	\$72,084
		TSS						\$8,693	\$8,886
19	18	Combined						\$79,214	\$80,970
								1.805	1.845

NOTE: The hiring base will be step 2.

SCHEDULE E					
NURSES' SALARY SCHEDULE					
BASED ON STEPS OF THE B.A LANE OF SCHEUDLE D					
2020-2021					
34,884					
Step	Years Exp.		BSN	RN	AND
1	None	Base	\$34,884	\$32,268	\$29,651
		TSS	\$4,300	\$0	\$0
1	None	Combined	\$39,184	\$32,268	\$29,651
			1.0000	0.9250	0.8500
2	1	Base	\$36,279	\$33,558	\$30,837
		TSS	\$4,472	\$0	\$0
2	1	Combined	\$40,751	\$33,558	\$30,837
			1.0400	0.9620	0.8840
3	2	Base	\$37,675	\$34,849	\$32,024
		TSS	\$4,644	\$0	\$0
3	2	Combined	\$42,319	\$34,849	\$32,024
			1.0800	0.9990	0.9180
4	3	Base	\$39,070	\$36,140	\$33,210
		TSS	\$4,816	\$0	\$0
4	3	Combined	\$43,886	\$36,140	\$33,210
			1.1200	1.0360	0.9520
5	4	Base	\$40,640	\$37,591	\$34,546
		TSS	\$5,010	\$0	\$0
5	4	Combined	\$45,649	\$37,591	\$34,546
			1.1650	1.0776	0.9903
6	5	Base	\$42,035	\$38,882	\$35,732
		TSS	\$5,182	\$0	\$0
6	5	Combined	\$47,217	\$38,882	\$35,732
			1.2050	1.1146	1.0243
7	6	Base	\$43,431	\$40,172	\$36,914
		TSS	\$5,354	\$0	\$0
7	6	Combined	\$48,784	\$40,172	\$36,914
			1.2450	1.1516	1.0582
8	7	Base	\$44,826	\$41,463	\$38,104
		TSS	\$5,526	\$0	\$0
8	7	Combined	\$50,351	\$41,463	\$38,104
			1.2850	1.1886	1.0923
9	8	Base	\$46,221	\$42,754	\$39,286
		TSS	\$5,698	\$0	\$0
9	8	Combined	\$51,919	\$42,754	\$39,286
			1.3250	1.2256	1.1262
10	9	Base	\$47,617	\$44,045	\$40,476
		TSS	\$5,870	\$0	\$0
10	9	Combined	\$53,486	\$44,045	\$40,476
			1.3650	1.2626	1.1603
11	10	Base	\$49,012	\$45,335	\$41,662
		TSS	\$6,042	\$0	\$0
11	10	Combined	\$55,054	\$45,335	\$41,662
			1.4050	1.2996	1.1943
12	11	Base	\$50,407	\$46,626	\$42,845
		TSS	\$6,214	\$0	\$0
12	11	Combined	\$56,621	\$46,626	\$42,845
			1.4450	1.3366	1.2282
13	12	Base	\$51,803	\$47,917	\$44,034
		TSS	\$6,386	\$0	\$0
13	12	Combined	\$58,188	\$47,917	\$44,034
			1.4850	1.3736	1.2623
14	13	Base	\$52,849	\$48,963	\$45,081
		TSS	\$6,558	\$0	\$0
14	13	Combined	\$59,407	\$48,963	\$45,081
			1.5150	1.4036	1.2923
15	14	Base	\$52,849	\$48,963	\$45,081
		TSS	\$6,558	\$0	\$0
15	14	Combined	\$59,407	\$48,963	\$45,081
			1.5150	1.4036	1.2923
16	15	Base	\$52,849	\$48,963	\$45,081
		TSS	\$6,558	\$0	\$0
16	15	Combined	\$59,407	\$48,963	\$45,081
			1.5150	1.4036	1.2923
17	16	Base	\$52,849	\$48,963	\$45,081
		TSS	\$6,558	\$0	\$0
17	16	Combined	\$59,407	\$48,963	\$45,081
			1.5150	1.4036	1.2923
18	17	Base	\$53,749	\$49,796	\$45,846
		TSS	\$6,730	\$0	\$0
18	17	Combined	\$60,479	\$49,796	\$45,846
			900+	833+	765+